# OFFICER EVALUATION REPORTING SYSTEM (OERS)



## Agend

- Purpose
- DA Form 67-9 OER System
  - Components and Goals
  - Counseling and Support Forms
  - Masking
  - OER Enhancements Effective 1 Oct 2004
  - OER Form Completion
  - OER Trends



To provide an update on the Army's Officer Evaluation Reporting System

References
 AR 623-105
 DA PAM 623-105
 Milper Msg 04-236

# 67-9 OER KEY COMPONENTS OF THE SYSTEM

- SUPPORT FORM
- DEVELOPMENTAL SUPPORT FORM (DSF)
- DA FORM 67-9 OER EVALUATION
- SENIOR RATER PORTION OF DA FORM 67-9

## DA Form 67-9 OER Goals

- Provide selection boards and personnel managers adequate information to make their decisions.
- Allow for field impact on selection of future leaders.
  - Opportunity to advance the "Best"
  - Establish Senior Rater Accountability
  - Confidence that others cannot inflate
  - Narratives focus on Quantitative Performance & Potential
- Enhance Leader Development
  - Focus on Officer Development at Company Grade Level
  - Basis in Army Values, Doctrine & Leadership
  - Emphasis on Counseling
  - Link with OPMS III

## Drawing the Line What is Success?

- **□** Success
  - The Warrior Ethos (being a warrior)
  - Continued / valued service based on selflessness
- □ Every person in the Army must be able to draw a line to Soldiers in combat.
- ☐ How does the OER support the main effort and not become a peacetime personnel management tool?
  - Leaders have a responsibility to identify their best to the Army's selection process. This ensures the Army's best are selected to lead/train Soldiers in demanding and challenging assignments.
  - Leaders have a responsibility to develop subordinates, Counseling is Key to the evaluation process

## **Bottom Line Up Front**

- COM Report is not a Killer (COM report vs COM File)
- Counseling is the Key (DSF & SPT Form)
- Enhancements for CPT, LT, CW2, WO1 effective 1 Oct 04
  - Expand use of Developmental Support Form to cover all officers in these ranks
  - No Part VIIb Senior Rater Box Check for officers in these ranks

#### **OER SUPPORT FORM - DA FORM**

67-9-1

ADDED

PART	III - VERIFICATION OF FACE-TO-FACE DISCUSSION	
MANDATORY RATER / RATED OFFICER INITIAL FACE-TO FACE COLUMN CURRENT RATING PERIOD TOOK PLACE ON(Date)	UNSELING ON DUTIES, RESPONSIBILITIES AND PERFORMANCE OBJEC Rated Officer Initials Rater Initials	TIVES FOR THE Senior Rater Initials (Review)
PERIODIC RATER / RATED OFFICER FOLLOW-UP FACE-TO-FACE C	OUNSELINGS:	
Dates Rated Officer Initials	Rater Initials	Senior Rater Initials

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**SUPPORTS:** 

Objective Setting
Counseling
Rated Officer Feedback

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	SENIOR RATER	NAME	RANK	POSITION
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Contributions

NATURE AND OR INTERVENCE BATES

PART V - BATES AND OR INTERVENCE BATES

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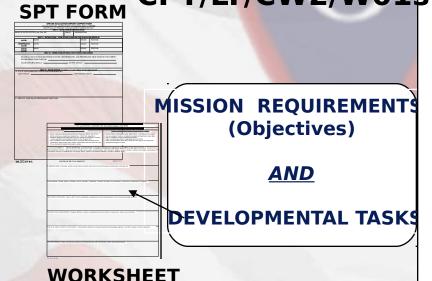
#### **DEVELOPMENTAL SUPPORT FORM (DSF)**

Enhancements to include CPT & CW2 Effective 1 Oct 04

#### CW3-CW5/MAJ-BG:



CPT/LT/CW2/W01s:



**DEVELOPMENTAL TASKS (DSF)** 

\* BASED ON <u>MISSION LAID OUT IN SUPPORT</u> FORM

\* FOCUSED ON LEADERSHIP DOCTRINE

MANDATORY COUNSELING BY RATERS OF OFFICERS IN RANKS OF: CPT, LT, CW2, WO1

SR RATER APPROVAL/OVERWATCH EXAMPLES:

**Company Cdr DSF on Platoon Leaders** 

- BN Cdr over watch

**Battalion Cdr DSF on Company Cdrs** 

- BDE Cdr over watch



As of: 23 August 2004 / POC: CW2 Julie Reyes EAPC (72

DEVELOPMENTAL SUPPORT FORM (DSF)- FRONT SIDE: PARTS I & 2

PART I. INSTRUCTIONS

INITIAL COUNSELING

**FOLLOW-UP COUNSELINGS** 

#### PART II. CHARACTER- LEADER VALUES, ATTRIBUTES, SKILLS

HONOR:Identifies with public code of Army values (honor)	5. <b>RESPECT:</b> Promotes dignity, consideration, fairness, & EO
2. INTEGRITY:Possesses sound moral values; honest in word and deed	6. SELFLESS-SERVICEPlaces Army priorities before self
3. COURAGE: Manifests physical and moral bravery	7. <b>DUTY:</b> Fulfills professional, legal, and moral obligations

4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the ARMY, the unit, and the soldier

ATTRIBUTES Fundamental qualities and characteristics	MENTAL Possesses desire, will, initiative, and	PHYSICAL  Maintains appropriate level of physical fitness and military bearing	EMOTIONAL Displays self-control; calm under pressure
SKILLS (Competence) Skill development is self-development is prerequisite to action	CONCEPTUAL  ent; Demonstrates sound judgment, critical / creative thinking, moral reasoning	INTERPERSONAL Shows skill with people: coaching, teaching counseling, motivating and empowering	TECHNICAL  g. Possesses the necessary expertise to accomplish all tasks and functions

TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting

**DISCUSS** 

**LEADER CHARACTER** 

Rater expectations
Rated officer input
Relate to duties

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#### DEVELOPMENTAL SUPPORT FORM (DSF)- PART III

#### PART III. DEVELOPMENTAL ACTION

ACTION PLANJopment tasks that target major performance objectives on the DA Fortise@7F94122-100, PART THREE)

**INFLUENCING**Communicating, Decision Making, Motivating

COMMUNICATING records written and oral ideas/concepts clearly and concisely. Message received equals message sent. Displays effective listening skills.

(1) Provide an oral OPORD brief to CO/XO during FTX in April.

**DECISION MAKING**eaches sound, logical decisions based on analysis/synthesis of information, and uses sound judgment to choose appropriate alternative(s).

(7) Facilitate a discussion on the ethical decision making during June OPD.

MOTIVATING Inspires, motivates, and guides others towards mission accomplishment. Sets the example by being in excellent physical / mental condition consistently displaying proper military bearing.

(3,6) Lead Platoon PT every Monday in April- set the example!



- Target performance objectives on Support Form
- At least one developmental task per leader action
- Tasks should be specific, measurable, and achieva

#### DEVELOPMENTAL SUPPORT FORM (DSF)- PARTS IV AND V

#### PART IV. VERIFICATION

PART IV - VERIFICATION:

Rater initials-

Rated officer initials Date

**Key Points** 



#### PART V. DEVELOPMENTAL ASSESSMENT

1st Assessment

PART V PEYE CFNEW AL ASSESSMENT RECORDummary of key points made during follow-up counselings. Highlight progress and strengths observed as well as developmental needs across values, attributes, skills, and actions.

participative

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<u>NOT A</u> RATING!!

Rated officer initials.

Rater initials

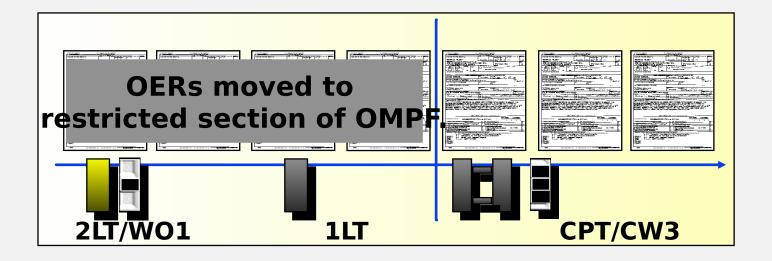
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#### **Summary of key points**

- -- discussion of values, attributes, skills
- -- progress on developmental tasks and focus
- -- noted strengths
- -- further needs for focus/improvement
- -- rater/rated officer initials and date of counseling

## Masking Early OERs



- WO1 reports "masked" after selection to ?
- LT reports masked after promotion to CPT

Remember all LT OERs are seen by CPT Board.

- Initial Requirement YG 87 and later (e.g. YG 85,
- Ongoing Requirement Upon promotion to CPT
- ORB lists duty positions even when OERs are "masked"
- When you see a BQ (command) or key staff job on ORB with no OER on file; OER was a LT report and therefore "masked"

### **Purpose:**

To implement and support leader development for company grade officers and warrant officers in ranks of WO1 and CW2

### **Specifics:**

- DA Form 67-9-1a expanded to cover officers in the ranks of CPT, 1LT, 2LT, CW2, and WO1
- No block check in part VIIb, SR Box Check, expanded to include CPT, 1LT, 2LT, CW2, and WO1
- Focus on quantifiable performance and potential in SR narrative

#### **Transition:**

- 1. Effective 1 October 2004, raters will initiate the DA Form 67-9-1a for CPT, 1LT, 2LT, CW2, and WO1 within the first 30 days of implementation, if it is not already in use.
- 2. For officers in these grades Senior Raters will use the part VIIb box check on OERs with THRU dates including 30 September 2004. Senior Raters will not complete the part VIIb box check on OERs with THRU dates of 1 October 2004 or greater. HQDA will process these reports with an HQDA label stating "Not Evaluated."
- 3. Rating officials will execute a Human Resources Command directed OER (Code 19) with a THRU date of 31 Dec 04 on all CPT, 1LT, 2LT, CW2, and WO1, provided rater meets minimum time qualifications and rated officer has not received a due course OER with a thru date between 1 Oct and 31 Dec 04. Rated officers in attendance at a resident course of hospital in-patients will

### Why:

This enhancement supports the critical tasks of mentoring, educating, and developing future leaders and Warriors for today's Joint and Expeditionary Army

## TYPES OF EVALUATION

AR 623-105, Chapter 3

Sec. VII: Mandatory Reports - 90 day minimum

Sec. VIII: Mandatory Reports - Other than 90 day

minimum

Sec. IX: Optional Reports

- CHANGE OF DUTY
- CHANGE OF RATER
- ANNUAL
- COMPLETE THE RECORD
- RELIEF FOR CAUSE
- OTHER SPECIAL SITUATIONS

### DA FORM 67-9 (FRONT

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1. HONOR: Adherence to the Am 2. INTEGRITY: Possesses high 3. COURAGE: Marrifests physic 4. LOYALTY: Bears true faith 5. LEADER ATTRIBUTES / SKIL 5. SKILLS (Competence) (Select 1) Fundamental qualities and characteristics 7.2. SKILLS (Competence) (Select 2) Skill development is part of self-development; prerequisite to action 3.3. ACTIONS (KEADERSHIP) (Select INFLUENCING Method of reaching goals while operating) Improving OPERATING	andstory for all " my's publicly decl pers are I maral brav al and maral brav all allegiance to II LLS / ACTIONS ACTIONS(LEADE 1. MENT Possess discipling 1. CONC Demons creative 4. TACTI 1. COMI Displaya	CTER Disposition  NO' entries. Use lared code of value tandar ds; honest eve U.S. Constituti E: First mark "YES RSHIP). Place as  AL  ses desire, will, in se  EFTUAL  CAL Demonstrations on order  CAL Demonstrations are desired as a constitution of the lites leaders perfor  UNINICATING  S good or all, write so you do you would not you will be so you do good or all, write so you do good you do good you do so you do good you do good you do so you do you do good	on of the leade  PART Vb.)  as  in word and di  ion, the Army,  S" or "NO" for  "YES NO  western to little and  YES NO  ment, critical  easoning  tes proficiency  rm: influencing  tes, and listeny  ea,	r: combine  yes  eed  the  rin require  to operating	nd the Second mber	values, attributes, and skills  5. RESPECT: Promo  6. SELFLESS-SERV  7. DUTY: Fulfilis profe soldier  nd. choose a total of six that ed box with optional commer  PHYSICAL  Mairitains appropriate level of finess and military bearing  INTER PERSONAL  Shows still with people: cor- correlling, moti vetting and e- sissional knowledge, judgmen  riproving  DECISION-MAKING  Employs sound judgment, lor  Employs sound judgment, lor	affecting lead  affecting lead  tes dignity, co  fICE: Places , ssional, legal  best describe  nts in PART V  YES NO  of physical  to p	nsideration, fail Army priorities , and moral obt the rated office b. Comments  3   1   1   1   1   1   1   1   1   1   1	before self igations  ar. Selectone fr are mandatory  EMOTIONAL Displays self-co  TECHNCAL Poss esses the accomplish all to  MOTIVATING Inspires, motive Inspires, motive Inspires, motive	YES N  ontrol; calm under p  recessary expertis tasks and functions  YES N  G YES N	two from ess in PART
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1. HONOR: Adherence to the Arr 2. INTEGRITY: Possesses high 3. COURAGE: Marrifests physic 4. LOYALTY: Bears the faith 5. LEADER ATTRIBUTES / SKIL KILLS(Competence), and three from 1. ATTRIBUTES (Select 1) "undamental qualities and characteristics 6.2. SKILLS (Competence) (Select 2) Skill development is part of self-development; prior equisite to action 1.3. ACTIONS (LEADERSHIP) (Selection of the property of th	andatory for all " my's publicly decl pers one I moral is a and moral brav all and moral is a and moral brav according to the second moral is a not moral is a and moral brav according to the second moral is a according to the	CTER Disposition  NO' entries. Use lared code of value lander dis, innest: ey  ne U.S. Constituti  Si: Firist mark "YES RSHIP), Plac e a  AL  ses desire, will, in ne  EPTUAL  EPTUAL  CAL Demors trail lies: leaders perfor  IUNIC ATING  Si good oral, writte  rindividuals / groo,  NINIC  Si detailed, execut,  acceptable, and  LOPING	e PART Vb.)  SPART	yes  yes  the difference of th	nd the Second mber 2.	solues, attributes, and skills  5. RESPECT: Promo 6. SELFLESS-SERV 7. DUTY: Fulfils profe soldier nd, choose a total of six that de box with optional comme PHYSICAL Maintains appropriate level of fitness and military bearing INTERPERSONAL Shows skill with people: coe conseiling, molt wating and proving DECISION-MAKING Employs sound judgment to proving DECISION-MAKING Employs sound judgment to Shows tactical proficercy, standards, and takes car e of BUILDING Sponds time and resour ces groups, and units; fosters etc.	affecting lead tes dignity, co nCE: Places sessional, legal best describe this in PART V YES NO of physical this p	risideration, fail Army priorities, and moral obl the rated office b. Comments:  3	before self ligitions  sr. Selections for are mandatory  EMOTIONAL Displays self-cor  TECHNICAL Pross esses the accomplish all the accomplishments are accomplished as a compliance of the accomplishment and accomplishments are accomplished as a compliance of the accomplishment acc	YES N  nortrol; calm under p  yes N  necessary expertiseasks and function  YES N  necessary expertiseasks and function  YES N  YES N  G YES N  G YES N  on and guides out plishment  YES N  on and evaluation tetert improvement	two from ses in PART
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- 1. Be careful with "P" indicato (AR 623-105, para 2-8)
- 2. RO signs last, *Allow for Time* SR uses AKO address when possible.
- 3. Lists Scope & degree of responsibility in terms of: resources, people, facilities & budget.
- 4. <u>No</u> is Bad <u>Leader Word Picture -</u>

No, "School Solution"

Important to CFD Board

5. **New!** Effective 1 Oct 04 For Evaluation of Raters

### DA FORM 67-9 (REVERSE

-	NAME	SSN	PERIOD COVERED	
J	a. EVALUATE THE RATED OFFICERS PERFORMANCE DI DING	PART V - PERFORMANCE AND POTENTIAL E THE RATING PERIOD AND HS/HER POTENTIAL FOR PROMOTION		
5	OUTSTANDING PERFORMANCE, MUST PROMOTE	SATISFACTORY PERFORMANCE, PROMOTE	UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE	OTHER (Explain)
	b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANC	E AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FOR	M 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.	
		7		
		<u> </u>		
	c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS C CAREER FIELD FOR FUTURE SERVICE.	F EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSS	SESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, AL	SO INDI CATE A POTENTIAL
		8		
t		PART VI - INTERMEDIATE	RATER	
-		PART VII - SENIOR RA	TER	
	a. EVALUATE THE RATED OFFICERS PROMOTION POTENTI.  BEST QUALIFIED FULLY QU.	AL TO THE NEXT HIGHER GRADE	Currently senior rate   HER (Explain below)   A completed DAForm679-1 was rece   in my evaluation and review	officer(s) in this grade ived with this report and considered YES NO (Explain in
	b. POTENTIAL COMPARED WITH OFFICERS SENOR RATED IN SAME GRADE SERRINTED BY DA)	c. COMMENT ON PERFORMANCE / POTENTIAL		
	ABOVE CENTER OF MASS (Less than 50% intop box; Certer of Mass if 50% or more in top box)			
	CENTER OF MASS			
	BELOW CENTER OF MASS RETAIN		10	
	BELOW CENTER OF MASS DO NOT RETAIN	d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS CAREER FIELD FOR FUTURE SERVICE.	5 BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH	LTC, ALSO INDICATE A POTENTIAL
L				

- 6. To Date Most RO's viewed as Outstanding
- 7. Performance & Potential

Authorized: Double space between Performance & Potential comments (MSG 02-220)

- 8. NOT for Potential Optional: Unique
  Professional Skills/Expertise\_
  Mandatory: For ACC CPT thru
  LTC must recommend a
  Career Field (CF/BR or CF/FA)
  9. No Part VII b Box Check
- 9. No Part VII b Box Check For Evaluations on MG/CPTs/LTs & CW5/CW2s/WO1s (effective 1 Oct 04)
- 10. Quantifiable
  Performance & Potential
  Comments in parrative

## PROFESSIONALISM - PART IV

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM ( Rater)										
CHARACTER Disposition of the leader: combination of values, attributes, and affects ing leader actions										
a. ARMY VALUES (Comments	manda	tory for all "NO" entries.	Use PART Vb.)ES	s no	_				YES	NO NO
1. HONOR: Adherence to the Army's publicly declared code of values  5. RESPECT: Promotes dignity, consideration, fairness, & EO						Д_				
2. INTEGRITY: Possesses high	h perso	nal moral standards: honest	in word and deed		6. SELFLESS-SER	VICE:Places Army	/ priori	ties before self		┷
3. COURAGE: Manifests phys	ical and	d moral bravery			7. DUTY: Fulfills pro	fessional. legal. an	d mora	al obligations		┷
4. LOYALTY: Bears truefaith	and al	legiance to the U.S. Constitu	ition, the Army, th	e unit, a	and the soldier					
<b>b. LEADER ATTRIBUTES / SI</b> SKILLS(Competence), and three from										
<b>b.1.</b> ATTRIBUTES (Select 1)	1.	MENTAL	ES NO	2.	PHYSICAL	YES NO	3.	<b>EMOTIONAL</b> YES	NO	
Fundamental qualities and characteristics		Possesses desire, will, init discipline	iative, and		Maintains appropriate lev fitness and military beari			Displays self-control; calm u	ider press	sure
<b>b.2.</b> SKILLS (Competence)	1.	CONCEPTUAL	ES NO	2.	INTERPERSONAL	YES NO	3	TECHNICAL	NO	
(Select 2)		Demonstrates sound judg	, ,		Shows skill with people:	5.	•	Possesses the necessary exp		
Skill development is part of self-		creative thinking, moral re		auired	counseling, motivating an professional knowledge, ju-		ahtina	accomplish all tasks and fun	NO	
development; prerequisite to action				•	3 . ,	aginent, and warn	giitiig	1		
<b>b.3.</b> ACTIONS (LEADERSHIP) (Sele	ct 3) M	<u> </u>		perating	, and improving	vec Luc I		l		
INFLUENCING	1.	COMMUNICATING Y	<del></del>	2.	DECISION-MAKING	YES NO	3.	MOTIVATING	NO	
Method of reaching goals while operating / improving		Displays good oral, writte for individuals / groups	n, and listening sk	tills	Employs sound judgment and uses resources wisel			Inspires, motivates, and guid mission accomplishment	es others	towar
OPERATING	4.	PLANNING	ES NO	5.	EXECUTING	YES NO	6.	<b>ASSESSING</b> YES	NO	
Short- term mission accomplishment	,	Develops detailed, execut feasible, acceptable, and		e	Shows tactical proficiency standards, and takes care		es	Uses after-action and evalua facilitate consistent improve		to
IMPROVING	7.	DEVELOPING	ES NO	8.	BUILDING	YES NO	9.	<b>LEARNING</b> YES	NO	
Long-term improvement in the Arm its people and organizations	ly,	Invests adequate time an individual subordinates as			Spends time and resourc		S,	Seeks self-improvement and growth; envisioning, adaptin		

Mandatory Yes or No Box Check for Raters of CPT, LT, CW2 and WO1 (effective 14 Oct.)

DA FORM 67 - 9

## RATER AND INTERMEDIATE RATER EVALUATIONS PART V & VI

	NAME SSN PERIOD COVERED
	PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)
Va	a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION  OUTSTANDING PERFORMANCE, MUST PROMOTE  SATISFACTORY PERFORMANCE, PROMOTE  UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE
	b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART III a, b, AND c DA FORM 67-9-1.
	Vb - RATER NARRATIVE:
	Performance and Potential
	(can be separated by double
	space)
	• •
	MILPER MSG 02-220
	c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.
art	Optional <u>-Unique Professional</u>
C	Skills/Expertise
o Part	Skills/Expertise (Effective 1 Jan 99) Mandatory - must recommend a career field (CF/Br or
	CF/FA)
	PART VI - INTERMEDIATE RATER
	NARRATIVE

## SENIOR RATER'S PORTION - PART

	PART VII - SENIOR RATER					
a. EVALUATE THE RATED OFFICER'S PROMOTION BEST QUALIFIED FULLY	N POTENTIAL TO TH	DO NOT PROMOTE	OTHER(Explain below	l currently senior rate ) A completed DA Form 67-9-1 <u>was r</u> ec ស្រាច់្រម្មានសង់វិលោ and review	officer(s) in this gra eived with this report and YES NO (Explain in	
b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)	c. COMMENT ON PEI	RFORMANCE / POTENTIAL				
ABOVE CENTER OF MASS (Less than 50% in top box; Cente Mass if 50% or more in top box						
CENTER OF MASS						
BELOW CENTER OF MASS RETAIN						
BELOW CENTER OF MASS DO NOT RETAIN						
		ASSIGNMENTS FOR WHICH THIS OFFI FIELD FOR FUTURE SERVICE.	CER IS BEST SUITED. FOR ARMY C	COMPETITIVE CATEGORY CPT THROUGH	LTC, ALSO INDICATE A	

## Officers Not Receiving Part VIIb Box Example of Senior Rater Comments Effective 1 Oct (

	PART VII - SENIOR RATER							
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL BEST QUALIFIED FULLY QU		I currently senior rate 16 officer(s) in this graded A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review YES NO (Explain in the constant of th						
b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)	c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL							
ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box)	CPT Buck is the best out of 16 Capta personally selected him from a grou	p of carefully screened						
CENTER OF MASS	candidates to command a world clas rifle company. A consummate officer	c, CPT Buck leads by						
BELOW CENTER OF MASS RETAIN	example, is soundly grounded on tac soldiers sacrifices and challenges. M							
BELOW CENTER OF MASS	combined arms warrior for below the							
DO NOT RETAIN	Battalion S-3, Battalion Executive Off Commander Would Serve Army Best	ficer, Battalion						

Senior Rater Unit Level

A completed DA Form 67-9-1 was received with this report and consider in my evaluation and review YES NO (Explain in

After HQDA Processin

	PART VII -
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL	
X BEST QUALIFIED FULLY QUA	LIFIED DO NOT PROMOTE
HODA COMPARISON OF THE SENIOR	c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL
RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED	CPT Buck is the be
THE TIME THIS REPORT PROCESSED	
	personally selected
Not Evaluated	candidates to comm
	rifle company. A co
R: CPT BUCK, GEORGE 999999999	example, is soundly
SR: COL SMITH 66666666	campic, is soundly

CPT Buck is the best out of 16 Captains I senior rate. I personally selected him from a group of carefully screened candidates to command a world class, highly elite OPFOR rifle company. A consummate officer, CPT Buck leads by example, is soundly grounded on tactics and shares his soldiers sacrifices and challenges. Must select this combined arms warrior for below the zone to Major and

PART VII - SENIOR RATER

Send early to CGSC-ILE Battalion S3, Battalion Executive Officer, Battalion Commander Would Serve Army Best in OPCF/11

As of: 23 August 2004 / POC: CW2 Julie Reyes EAPC (724UNCLASSIFIED

DATE: 04 08 18

### **OER Processing Issues**

- Part II Invalid Rater/Senior Rater
   \* When CPTs get promoted to MAJ minimum grade for SR Changes
- Part II Referred OER not referred
- Part IIc. Incorrect SSN & branch for Senior Rater
- Part IVb. Block checks missing
- Part IVd. HT/WT Yes/No missing
- Part IVd. DSF evaluation incorrectly annotated (New for CPT & CW2s, effective 1 Oct 04)
- Part Vb. No potential comments (mandatory)
- Part Vc. Potential comments in this block should only be for unique skills
   No recommended Career Field

#### **OER Issues Con't**

- Part Vc. Career Fields for <u>Special</u> Branches (not required)
- Part VIIa. Number of "currently senior rated officers" incorrect/blank
- Part VIIb. No Part VIIb box check for MG/CPT/LT & CW5/CW2/WO1s (expansion effective 1 Oct 04)
- Part VIId. Missing recommended Career Field/Future Assignments
- Required Enclosures missing with OER

#### Officer Evaluations Via Email

- Option for AC reports on officers deployed in support of contingency operations and/or Korea.
- Not limited to PSBs; S1s may request authorization for submission at BDE/BN level.
- Users must have high-quality scanners or digital senders for double-sided documents.
- To become an authorized user, submit request to <u>tapcmser@hoffman.army.mil</u>.

#### **POC List**

509th PSB:

**Battalion Commander:** 730-6633

Chief Milpo Ops: 730-4760

A Det Commander: 730-4133

B Det Commander: 732-5112

B Det Chief: 732-4795

516<sup>th</sup> PSB:

**Battalion Commander:** 724-6705

A Det Commander: 724-6194

A Det Chief: 723-5558

B Det Commander: 753-8075

B Det Chief: 753-7598

C Det Commander: 768-7910

C Det Chief: 768-6957

Chief of PERMAST: 724-6718